RESULTS

Atlas Van Lines
13th Annual Survey
of Corporate Moving Practices

ECONOMIC UNCERTAINTY, INFLATION AND HIGH MORTGAGE RATES BESET CORPORATIONS THAT MOVE EMPLOYEES

Economic uncertainty, inflationary pressures and spiraling interest rates combined during 1979 to affect the corporate moving policies of many American corporations.

Transfers of company employees continued during much of 1979 at levels similar to the previous year, but many corporate executives warned that the flashing signals on the economy and mortgage market will make for intensive scrutiny of each transfer.

Economic conditions are unquestionably playing a larger role in the transfer decision. Fifty-seven percent of the survey respondents said that economic conditions during 1979 had an effect on the number of employees transferred. This is a considerable difference from 1978 when sixty-six percent of those interviewed said that economic conditions had no effect at all on the number of employees transferred. This may reflect in part the turmoil in the home mortgage market and the difficulty in obtaining funds.

Corporate employees seem increasingly reluctant to move. Those who declined transfers (66 percent) cited two reasons for refusing the relocation: (1) desire to remain in the present location (30 percent) and (2) cost of living in the new location (28 percent).

The cost of moving employees shows an upward trend. The average per-move cost to a corporation for direct van lines service of packing and transportation reported in the 1980 survey, based on 1979 costs, was $2,420, up from $2,000 in 1978 and $1,999 in 1977.

The average per-move cost of "moving extras" — such as move-related expenditures on motel accommodations, meals, family transportation, etc. — decreased substantially from $2,000 reported in the 1979 survey and comparable to the 1978 survey figure of $1,500.

Changes in the housing market may also explain, in part, the reason why 78 percent of the companies reporting said they **do not** guarantee the sale of an employee's residence. Last year, 53 percent of the companies surveyed guaranteed the sale of the house. The most traditional method used by the companies to come to agreement with an employee on the cost of the house is to use two to three appraisals (73 percent).

The summer months of June, July and August continue to be the busiest moving season. The reason given for summertime moves is the traditional school year.

The typical employee being relocated by the companies in the survey is a male between 31 to 40 years of age (72 percent) with half of the people in the sales field (50 percent) and others in such areas as plant/facility management (22 percent), engineering (10 percent) or administration (9 percent). The average income is $26 - 30,000 (34 percent).

The Atlas Survey of Corporate Moving Practices represents 56 questions asked of corporate executives about relocation in the U.S. The survey was completed during February 1980, and is the industry's only national review of household moving practices by corporations.

Atlas Van Lines is the nation's sixth largest household goods carrier, with more than 450 agents in the U.S., more than 100 agents in Canada, and more than 200 representatives in some 125 overseas countries.

For additional information on the field of corporate moving practices and a policy manual based on the trends in this survey write to:

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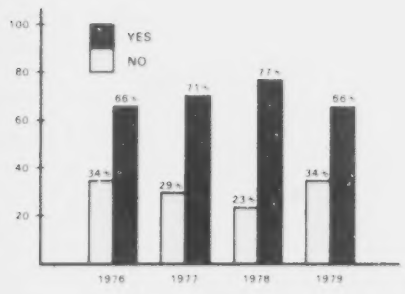
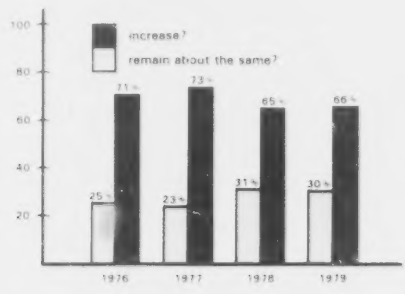
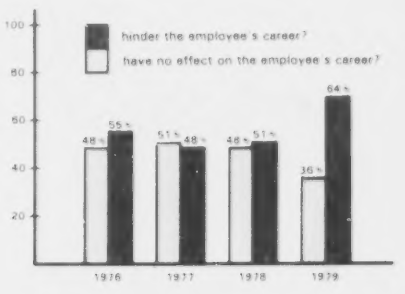
Did any of your employees decline the opportunity to relocate?



Did the number of employees declining relocation



Does declining the opportunity to relocate



Average Cost Per Move Of Direct Van Lines Services
1979 Domestic Moves

	Less than $1000	$1000-$1499	$1500-$2499	$2500-$3499	$3500-$5000	More than $5000	Totals
	%	%	%	%	%	%	%
Manufacturing	2.5	5.8	38.0	23.0	11.6	19.0	100
Service	9.3	7.4	42.6	31.5	5.6	3.7	100
Financial	0	11.1	44.4	0	11.1	33.3	100
(Approx. Annual Sales)							
Less than $10 million	0	0	80.0	20.0	0	0	100
$10 - $49 million	3.8	15.4	30.8	26.9	3.8	19.2	100
$50 - $99 million	0	9.4	46.9	34.4	6.3	3.1	100
$100 - $499 million	6.1	4.5	40.9	16.7	15.2	16.7	100
More than $500 million	2.0	10.2	34.7	24.5	8.2	20.4	100
Multi-divisional	3.0	7.5	40.3	22.4	10.4	16.4	100
Centralized	3.8	9.6	38.5	26.9	7.7	13.5	100
Regional	3.8	7.7	46.2	30.8	0	11.5	100
National	2.6	7.9	44.7	21.1	11.8	11.8	100
International	3.5	8.2	32.9	24.7	10.6	20.0	100
(Salaried Employees)							
Less than 100	0	1.0	45.0	25.0	5.0	15.0	100
100 - 999	6.5	9.1	36.4	23.4	11.7	13.0	100
1,000 - 2,499	0	3.3	40.0	26.7	13.3	16.7	100
2,500 - 4,999	3.8	7.7	38.5	23.1	7.7	19.2	100
5,000 - 9,999	0	7.7	38.5	30.8	15.4	7.7	100
10,000 - 49,999	0	12.5	31.3	25.0	0	31.3	100
More than 50,000	0	0	100.0	0	0	0	100
(Per Cent of Salaried Employees Moved in 1978)							
0 - 5%	3.4	10.1	35.3	21.0	10.1	20.2	100
6 - 10%	0	4.0	46.0	30.0	12.0	8.0	100
11 - 15%	0	0	50.0	50.0	0	0	100
16 - 20%	0	0	66.7	33.3	0	0	100
More than 20%	40.0	20.0	20.0	0	0	20.0	100

These figures were derived from answers given in response to part one of Question 17.

*The average cost (mathematical median) per move of direct van lines services during 1979 was $2,420.

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ATLAS VAN LINES
RESULTS OF 13TH ANNUAL SURVEY OF CORPORATE MOVING PRACTICES
Conducted by Atlas Van Lines, Inc.

1. Which of the following classifications most accurately describes your company?

69% — Manufacturing
27% — Service (includes govt., education, hospitals, etc.)
4% — Financial

2. Is your company . . .

71% — multi-division?
29% — centralized?

3. Would your company be classified as . . .

15% — regional?
41% — national?
45% — international?

4. Is your company . . .

38% — privately owned?
62% — publicly owned?

5. On the average, your approximate annual sales are . . .

4% — Less than $10 million
17% — $10 - $49 million
18% — $50 - $99 million
36% — $100 - $499 million
26% — More than $500 million

6. How many salaried (i.e., non-hourly) people are employed by your firm?

13% — Less than 100
42% — 100 - 999
17% — 1,000 - 2,499
12% — 2,500 - 4,999
6% — 5,000 - 9,999
9% — 10,000 - 49,999
1% — More than 50,000

7. What percent of these salaried employees did your company move during 1979?

68% — Less than 5%
24% — 5 - 10%
5% — 11 - 15%
2% — 16 - 20 %
2% — Over 20%

8. Do you anticipate that the number of employees your company will move during the current year (1980) will . . .

21% — increase from the number moved in 1979?
22% — decrease?
58% — remain about the same?

9. Comparing the number of employee transfers in 1979 with 1978, the 1979 number:

10% — Increased greatly over 1978
31% — Increased moderately over 1978
7% — Decreased greatly over 1978
11% — Decreased moderately over 1978
42% — Remained about the same

NOTE: Total percentages above or below 100% are due to rounding.

10. **If the number of employee transfers changed from 1978 to 1979, what had the most significant impact?**

57% — Economic conditions
1% — Energy
3% — Political conditions
40% — Other. Reasons given included: Growth, expansion and increased business; high interest; plant relocation; promotions; mergers and acquisitions; sales region changes

11. **What action by your company affected the change in the number of employee transfers?**

23% — Increased production
10% — Decreased production
19% — Expanded present facility
3% — Postponed planned expansion at present facility
39% — Expansion into new territories
6% — Postponed planned expansion into new territories

12. **When was the last time your company's written moving policy was revised?**

13% — This year (1980)
33% — Last year (1979)
30% — Between 1975 - 1978
4% — Prior to 1975
3% — Never revised
17% — We do not have a written moving policy

13. **Does your company have written guidelines for carrier selection and evaluation?**

41% — Yes 59% — No

14. **How is information about your company's policy covering employee transfers made known to the employee?**

20% — The employee is provided a handbook or brochure describing all procedures and conditions in detail.
49% — Employees are provided printed materials describing company policies, but this information is explained by authorized personnel with the organization.
31% — There is no set policy; each case is handled individually and explained on a one-to-one basis.

15. **Does your company allow . . .**

89% — full reimbursement of moving expenses?
9% — a partial reimbursement based on salary level, position or tenure?
2% — no reimbursement whatever of moving expenses?

16. **Does your company have separate moving policies for new-hires and transferees?**

59% — Yes 41% — No

17. **What was the average cost per move your company paid during 1979 on direct van line services of packing and transportation only? Exclude "moving extras", as described in Question 18.**

Domestic move — Median $2420 International move — Median $4023

18. **What was the average cost per move your company paid during 1979 for such "moving extras" as motel accommodations, family transportation, meals, maid service, pre-move house hunting trips, appliance servicing and similar items? Exclude any salary increases, the cost of van line services, housing compensation, and financial assistance to employees in disposing of former residences.**

Domestic move — Median $1505 International move — Median $2500

19. **Besides packing and transportation of household goods, does your company allow the employee:**

YES	NO	
67%	33%	to move a second automobile at company expense?
9%	91%	to move a third automobile at company expense?
31%	69%	to move a boat at company expense?
46%	54%	to have belongings picked up from a second residence (summer home, relative's home, etc.)?
12%	88%	to hire maid service at either the old or the new home?
79%	21%	unlimited weight?
15%	85%	permanent storage of some possessions?
70%	30%	to move collections of objects of recognized high value, such as statuary, paintings, or similar items?
54%	46%	to move pets?
84%	16%	to move recreation and lawn equipment?
73%	27%	to move any other item not specified above? (i.e., antiques, motorcycles, mobile homes, pool tables, etc.)

20. **Do you feel the standard $1.25 per pound released value represents the proper value of your employee's household goods?**

31% — Yes 69% — No

21. **If you answered NO to Question 20, what do you feel the average per pound released value of your employee's household goods should be?**

8% — $1.50
17% — $1.75
38% — $2.00
37% — More than $2.00

22. **How many expense-paid trips does your company allow an employee to find housing in the new city?**

5% — None
34% — One
45% — Two
7% — Three
10% — More than three

23. **How many expense-paid, house-hunting trips does your company allow the spouse to accompany the employee?**

8% — None
47% — One
33% — Two
7% — Three
6% — More than three

24. **A. Does your company in any way financially assist your employee in disposing of the former residence?**

46% — Yes (1979 Average per move $6,000.) 54% — No

B. . . . securing a new residence?

27% — Yes 56% — No

25. **Does your company:**

YES	NO	
22%	78%	guarantee sale of the employee's former residence?
21%	79%	actually purchase the employee's former house if no other buyer can be located within a reasonable period of time?
5%	95%	refund to the employee any cash difference between the sale price of the former house and the purchase price of an essentially similar house in the new city?

YES	NO	
11%	89%	pay for drapes, carpeting, etc., in the new house, if the former house was so furnished?
23%	77%	pay for alterations to drapes, carpeting, etc., if those items are moved to the new city?
6%	94%	if your employee rented quarters in the old city, pay the difference between the former monthly rent and the "going rate" for renting similar quarters in the new city?
59%	41%	pay the penalty for breaking a lease?
30%	70%	reimburse the employee any increased tax incurred as a result of the move?
42%	58%	assist with mortgage loans, non-interest swing loans?
54%	46%	pay realtor's fees, pay a cash bonus based on salary, etc.?

26. If your company actually will buy an employee's former residence (if no other buyer can be located within a reasonable time), how do you determine the sale price of the house?

- 2% — Pay the employee's asking price
- 19% — Pay the employee the appraised value of the house
- 6% — Bargain with the employee until a price is reached that is satisfactory to both sides
- 73% — Pay the average of two or three appraisals

27. Does your company ever utilize the services of a relocation service firm to purchase and resell residences of transferred employees?

33% — Yes 67% — No

28. Do you provide information to your transferred employees on the provisions of the Tax Reform Act of 1976 regarding allowable moving and relocation expenses?

76% — Yes 24% — No

29. In what ONE month of the year did the greatest number of your moves occur during 1979?

- 2% — January
- 2% — February
- 3% — March
- 1% — April
- 4% — May
- 17% — June
- 14% — July
- 15% — August
- 4% — September
- 6% — October
- 1% — November
- 0% — December
- 33% — No particular month

30. If the greatest number of your moves occurred during the summer months, in your opinion, is the "traditional school year" the principal reason?

76% — Yes 24% — No

31. If you answered YES to Question 30, have you noted any change in the number of moves occurring during the summer months because of the "traditional school year"?

- 9% — Increased from the 1978 levels
- 9% — Decreased from the 1978 levels
- 82% — Remained about the same

32. On the average, how long after an employee takes a new job does the family and household goods move to the new location?

- 6% — Less than one week
- 7% — One to two weeks
- 30% — Two to four weeks
- 48% — One to two months
- 9% — More than two months

33. Which ONE of the following categories most accurately describes the frequency with which an average salaried employee of your company can reasonably expect to be moved?

- 1% — Every year
- 4% — Every other year
- 6% — Every third year
- 16% — Once every four or five years
- 75% — Less than once every five years

34. What is the age of the average salaried employee most frequently transferred by your company?

2%	Under 25 years	38%	36 - 40 years
14%	25 - 30 years	10%	41 - 45 years
34%	31 - 35 years	2%	Over 46 years

35. Which of the following categories of personnel is most likely to experience the greatest number of relocations during their career with your company?

50%	Sales	9%	Administrative
22%	Plant/facility management	1%	Research/development
10%	Engineering	2%	Financial
0%	Computer/data processing	6%	Marketing

36. In which salary range do employees experience the greatest number of relocations within your company?

2%	Less than $15,000	34%	$26,000 - $30,000
12%	$15,000 - $20,000	21%	$31,000 - $40,000
28%	$21,000 - $25,000	4%	Over $40,000

37. How many of your transferred employees are women?

37%	None	10%	5 - 10%
51%	Less than 5%	3%	More than 10%

38. Of those women you have transferred, what percent were the primary wage earners in their family?

52%	Less than 5%	2%	11 - 20%
10%	5 - 10%	36%	More than 20%

39. Do you anticipate an increase in relocation of women and their husbands over the previous year?

20%	Yes	80%	No

40. How frequently has a male employee's relocation been affected by the employment status of a wife?

2%	Almost always
21%	Frequently
58%	Seldom
18%	Never

41. How frequently has a female employee's relocation been affected by the employment status of a husband?

19%	Almost always
17%	Frequently
29%	Seldom
35%	Never

42. Have moving complications arising from the full-time employment elsewhere of wives or husbands of your transferred employees . . .

42%	increased in recent years?
2%	decreased?
57%	remained about the same?

43. Does your company help find employment for the spouse in the new location?

18%	Yes	82%	No

44. **Did any of your employees decline the opportunity to relocate during 1979?**

66% — Yes
34% — No

45. **If you answered YES to Question 44, how many employees declined the opportunity to relocate?**

59% — Less than 2%
15% — 2 - 4%
10% — 4 - 6%
4% — 6 - 8%
2% — 8 - 10%
10% — Over 10%

46. **If you answered YES to Question 44, did the number of employees declining relocation . . .**

30% — increase from the 1978 level?
4% — decrease?
66% — remain about the same?

47. **What reasons were given for declining relocation?**

22% — Did not like new location
30% — Did not wish to leave present location
1% — Did not like new position
28% — Cost of living in new location
13% — Family reluctance to relocation
6% — Other reasons given included: mortgage money not available, unable to sell home, interest rates, real estate values (cost of comparable homes)

48. **Does declining the opportunity to relocate . . .**

36% — hinder the employee's career?
0% — help the employee's career?
64% — have no effect on the employee's career?

49. **Does your company transfer employees overseas?**

32% — Yes
68% — No

50. **If you answered YES to Question 49, what percent of transferred employees did your company relocate during 1979...**

A) from the U.S. to overseas points?
90% — Less than 5%
9% — 5 - 10%
1% — 11 - 15%
0% — 16 - 20%
0% — More than 20%

B) from overseas points to the U.S.?
93% — Less than 5%
6% — 5 - 10%
2% — 11 - 15%
0% — 16 - 20%
0% — More than 20%

C) between two overseas points?
98% — Less than 5%
2% — 5 - 10%
0% — 11 - 15%
0% — 16 - 20%
0% — More than 20%

51. **Do you anticipate the number of employees your company will move overseas during 1980 will . . .**

13% — increase from the number moved in 1979?
26% — decrease?
61% — remain about the same?

52. **Do you ship high-value, delicate (Third Proviso) Commodities?**

26% — Yes
74% — No

53. If you answered YES to Question 52, are these cargoes . . .

21% — computers? (1)
23% — other electronic equipment? (2)
27% — exhibits and/or displays? (3)
0% — other commodities (i.e., medical equipment, aerospace components, etc.)?
4% — (1) and (2)
13% — (1), (2) and (3).
13% — All the above

54. Regarding highway transportation regulation, are you in favor of . . .

4% — greater regulation?
24% — deregulation?
30% — maintaining present level of regulation?
43% — revised regulation?

55. What best identifies your title?

46% — Traffic
27% — Personnel
5% — Purchasing
5% — Personnel moving coordinator
10% — Administration
2% — Operations
3% — Financial
1% — Sales
1% — Other

56. What is the total number of years you have been responsible for personnel moves?

8% — Less than 1 year
32% — 1 - 5 years
24% — 5 - 10 years
22% — 10 - 20 years
12% — 20 - 30 years
2% — 30 - 40 years

On behalf of Atlas Van Lines and the entire household goods moving industry, we wish to thank the corporate executives who took the time and effort necessary to complete this questionnaire. their participation in helping us develop this unique and valuable guideline will contribute greatly to the continued improvement in the household goods moving industry.

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